

February 23, 2017



Governor John Kasich

Kimberly A. Hill  
19 Hawthorn Street  
Dayton, Ohio 45402

Len Bazalak, Esq.  
City of Dayton  
Law Dept. & Civil Division  
101 West 3<sup>rd</sup> Street  
P.O. Box 22  
Dayton, Ohio 45402

9:25

**LETTER OF DETERMINATION**  
**Kimberly A. Hill v. City of Dayton, Police Department**  
**(DAY) A6 (25679) 05102016; 22A 2016 01855C**

**SUMMARY OF ALLEGATIONS:**

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging that Respondent engaged in unlawful discriminatory practices. All jurisdictional requirements for filing a charge had been met.

**FINDINGS OF FACT:**

After receiving the charge, the Commission conducted an investigation into Charging Party's allegation against Respondent. During its investigation, the Commission gathered relevant information. Based upon its investigation, the Commission found no information or records that would raise an inference that Respondent unlawfully discriminated against Charging Party. Specifically, the Commission was unable to prove that the Respondent had taken any adverse action against the Charging Party because of a protected basis. The Charging Party has been promoted to the rank of Sergeant and Lieutenant during her tenure with the Respondent. The Commission was unable to prove that the Respondent changed the requirements for the Major position to disqualify Charging Party from consideration for this position. The Commission's investigation was unable to determine that the Respondent engaged in unlawful discriminatory conduct that resulted in a hostile work environment. The Commission finds no credible information supporting Charging Party's allegation of unlawful activity.

**DECISION:**

Based on the investigation conducted in this matter, the Ohio Civil Rights Commission has determined that there is **NO PROBABLE CAUSE** for the Commission to issue an administrative complaint accusing Respondent of an unlawful discriminatory practice. Consequently, the Commission hereby orders that this matter be **DISMISSED**.

FOR THE COMMISSION

*Kathy Haley Ross*  
Kathy Haley Ross  
Dayton Regional Supervisor

C: Chandra Brown, Esq.

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DAYTON  
REGIONAL OFFICE  
Point West III  
3055 Kettering Blvd  
Suite 111  
Moraine, Ohio 45439  
(937) 285-6500 Phone  
(888) 278-7101 Toll Free  
(937) 285-6606 Fax  
[www.crc.ohio.gov](http://www.crc.ohio.gov)

**EXHIBIT**

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